

2011 KEA ESP Survey Results: Martin County

		District Overall		Clerical/ Secretarial		Custodial/ Maintenance		Food Services		Health/ Student Services		Instructional Assistants		Skilled Trades		Technical Services		Transportation	
Total Responses		40		9		9		0		0		11		1		0		10	
Demographics																			
Job category	Clerical	9	23%																
	Custodial	9	23%																
	Food Services	0	0%																
	Inst. Assts.	11	28%																
	Health/Student Services	0	0%																
	Skilled Trades	1	3%																
	Security Services	0	0%																
	Tech. Services	0	0%																
	Transportation	10	25%																
Work location	Elementary	7	18%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	2	20%
	Middle	8	20%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%
	High School	16	40%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	1	10%
	District Wide	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Other Dist. Site	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	Combination	6	15%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	60%
Years employed	1 year	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	2-5 years	7	18%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	3	30%
	6-9 years	7	18%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	1	10%
	10-14 years	10	25%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	2	20%
	15-19 years	8	20%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
	20-24 years	4	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
	25 or more	3	8%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Years in district	1 year	8	20%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
	2-5 years	4	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
	6-9 years	3	8%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
	10-14 years	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	15-19 years	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	20-24 years	7	18%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	4	40%
	25 or more	7	18%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	1	10%

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Education level	HS or GED	21	53%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	8	80%
	tech/vocational	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	some college	12	30%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	0	0%
	associate's	5	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	2	20%
	bachelor's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	master's	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Additional jobs in district?	None	28	70%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	5	50%
	1	4	10%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	3	30%
	2	5	13%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	1	10%
Additional jobs outside district?	None	32	80%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	8	80%
	1	6	15%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
	2	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
Hours worked per week	0-10 hours	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	11-20 hours	5	13%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	50%
	21-30 hours	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	31-40 hours	29	73%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	3	30%
	over 40 hours	5	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	1	10%
Earn more than half household income?	Yes	17	43%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	4	40%
	No	20	50%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	5	50%
Gender	Female	29	73%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	8	80%
	Male	11	28%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	2	20%
Age	under 25	1	3%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	25-29	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	30-39	7	18%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	2	20%
	40-49	11	28%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	5	50%
	50-59	13	33%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	3	30%
	60-64	5	13%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	65 or older	3	8%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%

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Working Conditions																			
Job description?	Yes	38	95%	0	0%	0	0%	0	0%	0	0%	11	100%	0	0%	0	0%	9	90%
	No	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
Is it accurate?	Yes	28	70%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	7	70%
	No	9	23%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	2	20%
Duties beyond primary ones?	Yes	22	55%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	4	40%
	No	16	40%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	5	50%
% beyond primary responsibilities	0%	13	33%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	4	40%
	1-10%	10	25%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	4	40%
	11-15%	5	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	16-25%	2	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 25%	5	13%	0	0%	0	0%	0	0%	0	0%	2	18%	0	0%	0	0%	0	0%
Have adequate tools to do your job?	agree/strongly	24	60%	0	0%	0	0%	0	0%	0	0%	5	45%	0	0%	0	0%	6	60%
	neither	4	10%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
	disagree/ strongly	11	28%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	3	30%
Employ monitors for every bus?	Yes	4	10%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
	No	34	85%	0	0%	0	0%	0	0%	0	0%	9	82%	0	0%	0	0%	9	90%
Administer medications?	Yes	4	10%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
	No	33	83%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	10	100%
If so, properly trained?	Yes	2	5%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	No	5	13%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	0	0%
	not applicable	17	43%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	8	80%
Opportunity to give input into decision making for job category at the worksite or district level?	Yes	17	43%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	3	30%
	No	22	55%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	7	70%
Seniority recognized for awarding job positions?	Yes	15	38%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	6	60%
	No	23	58%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	4	40%

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Instructional Assistants expected to cover classes?	Yes	8	20%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%
	No	3	8%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	0	0%
	not applicable	29	73%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	10	100%
If so, how often?	once/week	8	20%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	0	0%
	2-3 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	4-5 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	6-10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	more than 10 times/week	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%
	not applicable	32	80%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	10	100%
Work Environment																			
Work in a safe environment?	Yes	34	85%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	9	90%
	No	6	15%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	1	10%
District's student discipline policy consistently followed?	Yes	19	48%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	6	60%
	No	14	35%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	3	30%
Trained on student discipline policies and processes?	Yes	16	40%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	9	90%
	No	22	55%	0	0%	0	0%	0	0%	0	0%	8	73%	0	0%	0	0%	1	10%
Peer to peer bullying or harassment an issue?	Yes	12	30%	0	0%	0	0%	0	0%	0	0%	7	64%	0	0%	0	0%	3	30%
	No	24	60%	0	0%	0	0%	0	0%	0	0%	3	27%	0	0%	0	0%	7	70%
Bullying or harassment by supervisor an issue?	Yes	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	10%
	No	35	88%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	9	90%
Enjoy working in this school district?	agree/strongly	32	80%	0	0%	0	0%	0	0%	0	0%	10	91%	0	0%	0	0%	8	80%
	neither	7	18%	0	0%	0	0%	0	0%	0	0%	1	9%	0	0%	0	0%	2	20%
	disagree/ strongly	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%

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